



WILLIAM T FUJIOKA
Chief Executive Officer

County of Los Angeles CHIEF EXECUTIVE OFFICE

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"To Enrich Lives Through Effective And Caring Service"

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June 17, 2014

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

COUNTYWIDE CLASSIFICATION ACTIONS (ALL DISTRICTS - 3 VOTES)

SUBJECT

Recommendation to adjust the salary range for two (2) non-represented classifications in the department of the Executive Office of the Board of Supervisors.

IT IS RECOMMENDED THAT THE BOARD:

Approve the accompanying ordinance amending Title 6, Salaries, of the County Code to adjust the salary range for the Executive Director, Arts Commission, Item No. 8807 and the Executive Director, Arts Commission (UC), Item No. 8808 in the department of Executive Office of the Board of Supervisors.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

We are recommending a salary range adjustment for two (2) non-represented Management Appraisal and Performance Plan (MAPP) classifications (Attachment A). Specifically, we are recommending a salary range increase for the position of Executive Director, Arts Commission from salary range R12 to R15. While there is clearly only one Executive Director, Arts Commission in the County, there are two related classifications in the Plan (classified and unclassified). We are changing the salary of both these classes to R15.

The justification for this request is to recognize the expanding role of the Arts Commission since its original allocation, most notably in the size and scope of the arts education programs as well as a notable increase in the size of the staff under the Director. In addition, our recommendation will bring

the County's salary range for this position more in line with comparable jurisdictions facilitating the County's ability to attract and retain highly qualified employees with the unique knowledge and experience required to perform the duties of this position.

Please note, we are recommending changes in the salary range designations, not actual pay increases for the current incumbent.

Implementation of Strategic Plan Goals

Your approval of the accompanying ordinance is consistent with the County Strategic Plan Goal 1 - Operational Effectiveness. Specifically, it will address the Service Excellence and Organizational Effectiveness Strategy to improve the quality of the workforce, to achieve departmental operational efficiencies, and to maintain consistency in personnel practices throughout the County.

FISCAL IMPACT/FINANCING

The projected budgeted annual cost for the salary changes is estimated to total \$36,721. Net County cost is estimated to be \$36,306. Cost increases associated with the compensation changes will be absorbed within the Board's adopted budget for the affected department. No additional funding is required.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The County Charter authorizes the establishment and maintenance of "a classification plan and the classification of all positions." This responsibility is further delineated in Civil Service Rule 5.

The accompanying ordinance implementing amendments to Title 6, Salaries, of the County Code has been approved as to form by County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Your approval of these classification recommendations will enhance the operational effectiveness of the departments through the proper compensation of positions.

The Honorable Board of Supervisors

6/17/2014

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Respectfully submitted,

A handwritten signature in black ink, appearing to read "W. Fujioka", followed by a small "for" written in a similar cursive style.

WILLIAM T FUJIOKA

Chief Executive Officer

WTF:JA:SJM

AP:mmg

Enclosures

c: Executive Office, Board of Supervisors
County Counsel
Auditor-Controller
Department of Human Resources

ATTACHMENT A**NON-REPRESENTED MAPP CLASSIFICATIONS
RECOMMENDED FOR SALARY CHANGE**

Item No.	Title	Current Salary Schedule and Level		Recommended Salary Schedule and Level	
8807	Executive Director, Arts Commission	N23	R12	N23	R15
8808	Executive Director, Arts Commission (UC)	N23	R12	N23	R15

ANALYSIS

This ordinance amends Title 6 - Salaries of the Los Angeles County Code by changing the salaries of two (2) non-represented employee classifications.

JOHN F. KRATTLI
County Counsel

By: 

RICHARD D. BLOOM
Principal Deputy County Counsel
Labor & Employment Division

RDB:ab

Requested: 06-12-14
Revised: 06-12-14

ORDINANCE NO. _____

An ordinance amending Title 6 - Salaries of the Los Angeles County Code relating to the change of salaries.

The Board of Supervisors of the County of Los Angeles ordains as follows:

SECTION 1. Section 6.28.050 is hereby amended to change only the salary of the following classes:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
8807	EXEC DIRECTOR,ARTS COMMISSION	01/01/2009	N23	R12
		10/01/2013	N23	R12
		10/01/2014	N23	R12
		04/01/2015	N23	R12
		 *	N23	R15
		<u>10/01/2014</u>	<u>N23</u>	<u>R15</u>
		<u>04/01/2015</u>	<u>N23</u>	<u>R15</u>
8808	EXEC DIRECTOR,ARTS COMMISSION(UC)	01/01/2009	N23	R12
		10/01/2013	N23	R12
		10/01/2014	N23	R12
		04/01/2015	N23	R12
		 *	N23	R15
		<u>10/01/2014</u>	<u>N23</u>	<u>R15</u>
		<u>04/01/2015</u>	<u>N23</u>	<u>R15</u>

SECTION 2. Pursuant to Government Code Section 25123(f), this ordinance shall take effect immediately upon final passage.

*The Executive Office/Clerk of the Board of Supervisors shall insert the effective date for the salary or salary schedule and level in the space provided for the salary changes to Section 6.28.050 of the County Code.